

D/Pers

83-0375

ROUTING AND RECORD SHEET

SUBJECT: (Optional) Specific Numeric Performance Appraisal Report (PAR)
Ratings for Selection for Senior Service Schools

DD/A Registry

83-0724

FROM: James N. Glerum
Director of Personnel
5E58 Hqs.

EXTENSION

NO.

DATE

7 MAR 1983

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Director, Office of
Training and Education
1026 C of C

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B.

2. DDA

15 MAR 1983

J

3. D/OTE

4. ADDA (fyi)

15 MAR 1983

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5. EO

15 MAR 1983

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6. Registry

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Orig - D/OTE
K subj.

DD/A REGISTRY

FILE: 20-17

REF ID: A66258

7 MAR 1983

DD/A Registry

83-0724

MEMORANDUM FOR: Director, Office of Training and Education

FROM: James N. Glerum
Director of PersonnelSUBJECT: Specific Numeric Performance Appraisal Report (PAR)
Ratings for Selection for Senior Service Schools

1. In response to the DDCI's request, and his comment in paragraph 5 of the attached Headquarters Notice on Performance Appraisal, my office has completed a review of Personnel issuances. Our report on the relationship of PAR ratings to awards concluded that there was no evidence to support the perception that requiring high levels of performance for performance awards contributes to the escalation of PAR rating levels. With the Executive Director's approval, we are maintaining the high level performance requirements but are substituting the PAR level narrative descriptions for the numbers where they appeared. The Executive Director advised that he wished to discuss this issue with the Deputy Directors as soon as it was known that we have "de-linked" specific numeric PAR ratings from the performance awards.

2. Our report, however, did not address Senior Service School requirements primarily because they are outside my jurisdiction. Since we have completed our task and are about to advise the Deputy Directors of the action taken, I thought you might wish to advise the DDA concerning requirements for Senior Service Schools in preparation for a future discussion with the Executive Director.

James N. Glerum

STAT

83-0724